

President's Column

Paying Our Fair Share

We yearn always to maintain our congregation's health and to develop new programs and meet new needs. We aspire to move from past strengths to new strengths. Each of us paying our fair share of dues is the fuel for such goals.

As I stated in my installation talk, there are many reasons why dues revenues must be increased. Administrative, teaching, pastoral and liturgical expenses have increased, to name just a few. Our fair share program has stood us in good stead and will continue to do so for the next several years. But as our congregation matures, the need to increase the percentage(s) of income associated with each of our dues becomes more pressing.

For our newest members, this may be the first you have heard of these things. To others, it is another chapter in a two-year-long story. Currently, the Va'ad is in the throes of nailing down a revised policy to be presented for approval (as our bylaws direct) at the next Congregational Meeting. Once the Va'ad decides on a revised policy, we plan to set up a panel discussion for members to come and ask questions and request clarifications. And, as always, everyone is welcome at our regular Va'ad meetings.

Our treasurer, Mike Zimmerman, and two of our past presidents, Tiela Chalmers and Allan Gold, have been working on the figures associated with a dues revision. I have asked Tiela and Allan to lay out some dollar stories for you, reflecting how we see our congregation in the next several years. Please read their remarks and I await your responses via phone or email.

L'shalom...



From Tiela and Allan...

Our treasurer, Mike Zimmerman, re-



David Stein

cently did some fiscal projections. Our expenses generally increase at a rate of 10% and our revenues increase at a rate of only 5%. With our dues at their current rate, we can expect to have a shortfall of \$34,500 in our next fiscal year (1996-97). This figure may be less, however, if our new rabbi does not begin until a few months into the new fiscal year. For fiscal year 1997-98, when our new rabbi will be here the full year, our shortfall will be at least \$54,000. And this scenario assumes no major changes in our staff. Were we to hire a second, part-time rabbi or other professional, our shortfall would become \$97,000. In fiscal year 1998-99, our shortfall (without a second professional) would be \$76,500; with a second professional, it would be \$122,000. Needless to say, we need to do something now to save our synagogue.

Why don't dues go up to match our expenses? First, this would happen only if our members' income increased, on average, more than 5% each year. Second, while it costs about \$600 per membership unit to operate the synagogue each year, the average dues contribution per membership unit is only about \$420 per year. Most synagogues strive to have one-third of the members contributing dues that are substantially above the average cost of maintaining the congregation, one-third giving dues that are about what it costs to operate, and one-third giving substantially below. At CSZ, only 7% give substantially more than the average cost, 42% give approximately the average cost and 51% giving substantially below.

At last year's dues focus groups, we considered several alternative solutions to our problem. The people who attended the focus groups agreed that the only feasible solution was to raise dues. Those who attended our leadership Advance and Mini-Advance agreed that raising dues was the only practical, fair and fiscally responsible solution.

We believe that most members could

Continued on page 4

CSZ Retreat Approaches

The CSZ Spring Retreat is just around the corner, from March 8-10 at Camp Swig. Although the registration deadline was January 22, there may still be a few vacancies available. This year's weekend, A Community Retreat: Jewish Values and Spirituality in Daily Life, will allow CSZ community members to explore and celebrate our diverse relationships with Judaism. We will have a number of workshops on Jewish spirituality and/or Jewish values in our daily lives, including in our work, our relationships with our families of origin and of choice, and in our dealings with money and issues of social responsibility. There will be workshop alternatives for the spiritually-minded and those who are not. We will also have plenty of time to talk, walk, laugh, sing (including around the campfire), play and pray. This is a chance to deepen your spiritual sense of the day-to-day, to examine how your Jewish values do or might affect your daily life, to build a sense of community and extended family, and to have fun.

This year we are planning extended Jewish-related activities for kids and teens aged 5-18, including several sessions of fun activities with Kadimah teachers. Childcare is available for younger children at no extra charge. If you have any questions or want to register late, please call Tiela Chalmers (431-4312). Hope to see you there!

Shabbat Shira, the Sabbath of Song

Shabbat Shira, the Sabbath of Song, will be celebrated at CSZ on Friday, February 2, with a special musical service.

Jonathan Comisar and a talented ensemble of CSZ volunteers will once again enhance our worship with special arrangements and instrumental accompaniment.

At this service, our congregation will honor Batya Kalis for the completion of her gender-neutral translation of the Torah.

Rising for the Kaddish

The Mourners' Kaddish is one of our most powerful rituals. Its recitation is the central act of Jewish mourning. Over and over, people ask me, "But what do the words *mean*?" I reply that they mean exactly what we intend them to mean—these words are the vehicle for carrying our remembrance.

When the Kaddish was first recited as a memorial prayer (well after the Talmud), only one person at a time recited the Kaddish; as a result, more and more recitations of the Kaddish were added to the liturgy.



Rabbi Yoel Kahn

Eventually, Jewish communities realized that they could not endlessly multiply the repetitions of the Kaddish in the service and declared that all the mourners could say the Kaddish at the same time; nonetheless, the traditional service still repeats the Mourner's Kaddish several times.

An innovation of Reform Judaism was to move to a single, focused recitation of the Kaddish at each service. Until recent times, only those in mourning or observing a *yahrzeit* stood for the Kaddish. At Sha'ar Zahav, in accordance with long-standing Reform practice, it has been our custom to ask all those who are able to rise. This practice was first instituted so that the congregation could express solidarity with the mourners; later, it assumed the additional meaning of an act of remembrance for those who died during the Holocaust and had no one left to say Kaddish for them.

At CSZ, we have extended this memorial to include our anonymous gay and lesbian siblings throughout the ages. After repeated discussions over the years, the Ritual Committee has decided to restore the historical practice of publicly acknowledging those who are in mourning or observing a *yahrzeit* while at the same time preserving our CSZ tradition of reciting the Kaddish as a community.

Beginning on Friday, January 26, CSZ changed the format for the reading of the Kaddish list. Before the Kaddish list is read, the service leader will invite those who are in mourning or observing a *yahrzeit* to rise and remain standing as

the list of names is read. After the reading of the Kaddish list, all those present who are able will be invited to rise in memory of our gay and lesbian siblings and all who have died. Our invitation to the mourners to stand is intended to be an acknowledgement by the community of those who have suffered a loss; if you do not wish to stand at that time, you need not do so. Our goal is to honor the memory of those who have died and to recognize the effect of their loss on the members of our community.

It is a mitzvah to recite the Kaddish in memory of a loved one, together with the congregation. We hope that this change in our liturgical practice will be a further incentive to our membership to worship with the congregation on the Shabbat when a loved one's *yahrzeit* is commemorated. May the memory of all whom we cherish ever be a source of inspiration and blessing.

Purim Celebration

CSZ will celebrate Purim in the usual fun tradition on March 4 from 6:30-9:30 pm at the synagogue.

Prepare to party after Rabbi Kahn reads the Megillah. Join us for an evening of music, munchies, and mayhem.

Compete in the Hamentaschen Bake-Off. Show off your costume. *Just be there.* Call Dana Katz at the CSZ office for details.

We Couldn't Have Done It Without You

CSZ would like to thank the following people for helping with our Chanukah celebrations:

Fran Frohlich, Tiela Chalmers, Ellen Press, Bobbie Becker, Leslie Frishman, Judy Schwartz, Ron Lezell, Daryn Stier, David Stier, Rabbi Nancy Flam, Rabbi Yoel Kahn, Rick Shelton, Jeff Forman, David Stein, Jim Frazin, Judith Cohen, Eloise Magenheimer, Allan Berenstein, Evan Kuluk, Ida Kuluk, Jonathan Comisar, Debbie Yates, Sue Bojdak, Nathan Robinson, Ed Pollock, Pekka Hall, Carrie Gray Costello, Martha Rosett, Diana Buchbinder, G. Lindsey Hauptman, Jeff Rubin, and Jeffrey Lilly.

Youth Havurah Overnighter Planned

The Youth Havurah is invited to spend the night during the CSZ Community Retreat the weekend of March 8-9.

Y.H. members may sign up to attend either with their parents or with another family. The youngsters will be attending their own special program until 3 pm on Saturday, March 9.

This event will be similar to the first overnighter, except that this time the Y.H. members will be sleeping in cabins under their parents' or another responsible person's supervision.

Once again, we will strengthen ourselves as a group, enjoy the outdoors, and explore our own relationship to Judaism. Please RSVP to Dana Katz, Youth Havurah Advisor, at the CSZ office.

Light and Dark

Poetry created by the following Rishonim students: Ezra Barth-Rogers, Talia Barth-Rogers, Aaron Buchbinder, Aaron's friend Spencer, Emma Buchbinder and G. Lindsey Hauptman; and their teacher, Sandrine Hahn

"A light for one is a light for one hundred."
Talmud, Sabbath 112a

A Group Poem

(Each individual contributed one sentence or verse.)

Light. Why do people write about light?

Light is such a common thing, yet it is such a miracle.

Light is very bright.

Light is the key to happiness.

Light conceives the darkness.

Every little light is a little blessing to the world. Remember every time you light a candle

that you are helping to make the world a little better.

A flickering flame illuminates the soul.

Darkness, darkness, darkness is the absence of light but, if there is no darkness, no darkness, no darkness. Light, light, light.

Light—it greets you in the morning, when the rooster crows.

Without light, there is no light.

Light, not as a fragile feather, but as in a beauty of God

Let there be light.

Va'ad Minutes

Monday, January 8

DUES AND MEMBERSHIP COMMITTEE REPORTS: one new member was approved and one resigned.

TREASURER'S REPORT AND COMMENTS: 45% of our members have responded to the 1996 Ma'ayan campaign already and we have reached one third of our monetary goal.

DUES POLICY DISCUSSION AND ACTION: Serious budget shortfalls are predicted through Fiscal Year 2001 if we continue spending at the current rate. Tiela Chalmers, Allan Gold, and Mike Zimmerman prepared budgetary projections based on several alternative dues raising schemata (flat rate percentage increases vs. graduated "fair share" increase proposals).

The Dues Committee spoke on the need for an intensive education process to explain to our members why dues need to be raised. There are concerns that some members will resign if the new dues structure is perceived as unfair or unnecessary.

The following motion was approved (8 to 4) in support of a graduated rate: "The policy of CSZ shall be to set membership dues rates at a higher level for higher income members, and at a lower rate for lower income members, with specific percentages and graduation points to be determined at a later date." The structure and amount of the proposed graduated dues increase will be discussed at next month's Va'ad meeting.

ADMINISTRATOR'S REPORT: Suggestions for improvements to be made in the CSZ membership roster database include identification of family units, and listing the names of children and non-member partners.

—Dona Rabinowitz, Recorder

A Travelling Jewish Theatre At Sha'ar Zahav

A Travelling Jewish Theatre will perform in our sanctuary Saturday, March 16. Performer Corey Fischer will present excerpts from his solo piece *Sometimes We Need A Story More Than Food*, followed by a discussion with audience members about the themes of the piece.

Sometimes We Need A Story More Than Food celebrates the healing power of storytelling and explores the important place it holds in keeping cultures alive. Weaving together traditional and autobiographical stories, Fischer evokes the worlds of 18th century Chasidism, Talmudic sages and 13th century Sufi mystics, along with the freeways of Los Angeles, the remnants of Prague's Jewish quarter and the sights and smells of his grandmother's delicatessen in New York City.

This program has been partially funded with money raised by CSZ's 1995 Ma'ayan campaign and by an outreach grant from the Jewish Community Endowment Fund of the Federation. Tickets are only \$5 and children under 13 get in free. Mark your calendars now and watch for more information in the March *Forward*. For more information or to volunteer call Nathan Robinson at (703-0747) or Dana Katz at the synagogue office.

Feast of Jewish Learning

The annual Bay Area Feast of Jewish Learning takes place February 10-17. It is a time to focus on learning more and participating in the Jewish way of life. Imagine Jews all over the Bay Area participating in Havdalah, marking the distinction between Shabbat and the rest of the week. Imagine story, song and prayer ringing through the evening air from Palo Alto to Santa Rosa. Watch for the special section in the Jewish Bulletin devoted to these Feast events.

CSZ will mark the celebration by a day of prayer and learning on Saturday, February 10. We will begin at 10 am with morning shabbat services led by Frank Yellin and Danielle Billinkoff. An afternoon dairy potluck (Se'uddah Shlishit) begins at 3:00 pm. Please bring a dairy nosh, and CSZ will provide coffee, tea and juice.

The day of learning continues with Rabbi Kahn teaching an informal class from 3 pm-6 pm titled, "How to Prepare a Drash." A Havdalah service will follow the class, adding one more light to the night sky.

The week concludes with a community-wide Havdalah and Planetarium Sky Show celebration in Golden Gate Park on Saturday, February 17. We will meet at the band shell in Golden Gate Park at 6:30 pm for Havdalah. Afterwards, there will be refreshments in Space Hall and a sky show in the Morrison Planetarium. Admission is free but seating is limited.

For additional information and reservations, please call the Bureau of Jewish Education (751-6983, extension 143).

The Feast of Jewish Learning is a great opportunity to explore activities of Jewish interest all around the Bay Area.

Save the Date

Kabbalah & Mysticism Class

Sunday, March 3
10 am-2 pm at CSZ



ORIT YANAI

interior
f
exterior
a
painting
u
X

studio 415 822 1057
home 415 826 4370

FOR HUMANS

415 863-6303

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YOUR HOME

President

Continued from page 1

afford to pay a little more and the dues structure could be developed in a way that does not place undue hardship on those who cannot contribute more. Our dues are extremely low compared to the dues of most synagogues of our size. Many synagogues charge 2% of gross income or a flat rate of \$700 to \$1500 per family. Most other synagogues also have a substantial annual building assessment which covers normal maintenance costs. They also have a separate building fund into which newer members are required to pay (\$1000 or more, spread out over a few years) since these members did not pay for the original purchase of the building. This fund pays for major renovations and buying a new building. We have only a very modest building assessment of \$40 per year.

To figure out what is fair for us, we looked at how much we would need to secure our financial health for another four to five years. We concluded that we need to raise dues to an average rate of 1.5%.

One way to do that is to raise dues from the current 1% of gross income to 1.5% of gross income across the board. There are, however, alternatives. For example, we could switch from a percentage of income to a flat fee (such as \$1500 per family and \$750 for singles). The Va'ad feels strongly, however, that this is not in keeping with our values of inclusiveness and accessibility, as many members could not afford these flat amounts.

Another option is a graduated percentage system, where members with higher incomes pay a higher percentage than members with lower incomes. This system recognizes that people with lower incomes have less disposable income than those who earn more. While no one enjoys spending more money, someone who makes \$75,000 can afford an extra \$250 more than a person who makes \$25,000 can afford an extra \$175. Of course, we recognize and deeply appreciate all that our higher-income members have done for the synagogue over the years. We also appreciate the struggles of those who pay their dues loyally, even though it places a genuine strain on their finances. The goal is to find a system that is fair, as we together shoulder

Continued on page 7

Pledges and Gifts to Ma'ayan 96

As of January 5, we have raised \$6,793 towards our goal of \$18,000!

Lev Zahav (Heart of Gold) (\$1,000+)

Allan Berenstein

Zahav (Gold) (\$500-\$999)

Tiela Chalmers
Joe Hample
Robin Leonard
Susan Tubbesing

Kesef (Silver) (\$250-\$499)

Claudia Bernard and Howard Herman
Michael Chertok
Jonathan Funk
Ed Lopatin
Mike Zimmerman

Arad (Bronze) (\$100-\$249)

Rick Crane
Susan Gelmis
Arnie Jackson
Ron Lezell
Eve Meyer and Jim Edlin
Jose Luis Moscovich
Nathan Robinson
Andrew Schwartz
Kate Sharp and Alita Rosenfeld
Dana Vinicoff
Sam Walters

Ma'ayanot (All Other Gifts)

Leonard Brill
Arlene Elster
Jeff Friedman
Allan Giannini
Ruby Gold
Tova Green
Rose Katz
Michael Kay
Elizabeth Landsberg and Gordon Dean
Shirley Liberman and Margaret Livingston
Jan Medina
Ronald D. Moskowitz
Charles H. Norton
Douglas Okun
Drew Parker
Ora Prochovnick and Rena Frantz
Claudio Resnick
Neil Sechan
Robert Stern
Eli Weinstein
Randy Weiss

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Members of the congregation receive the *Forward*. For \$18/year, nonmembers will receive a *Forward* subscription.

Members of the Newsletter Committee

Chairs: by committee

Editorial Coordinator: Batya Kalis (821-3855)

Layout Coordinator: Rose Katz

Editing/Proofreading/Layout: Alison Cohen, Joe Hample, Stephan Howard, Richard Inlander, Robin Leonard, Martha Moon, Ron Moskowitz, Dona Rabinowitz, Allyn Stern, Sam Thal

Photography: Michael Bettinger

Advertising: Roslyn Fuerman (510/526-1209 or froslyn@aol.com)

Distribution: Joe Hample, coordinator; Alison Cohen, Virginia Donohue, Leora Eisenberg, Tess Johnson, Stan Kern, Mark Klaiman, Michael Magedman, Gordon Osser, Drew Parker, Mike Siani, Sam Thal, Eli Weinstein

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Printing: Genesis Printing & Graphics

Display Ads are \$15 per column inch for nonmembers and \$10 per column inch for members, with discounts available for size and frequency. Ads should be camera ready; any ads that require typesetting, camera and/or artwork will be subject to a one-time production charge.

Classified Ads are \$5 for up to 20 words, plus \$1 for each 10 additional words. No personals accepted.

Payment must accompany ad and should be sent to Congregation Sha'ar Zahav, 220 Danvers at Caselli, San Francisco, California 94114, marked: attention *Forward* advertising. The *Forward* reserves the right to reject any ad for reasons of taste.

February 1996/Volume 19, Issue 6

Eighteen Years Ago

CSZ adopted, on a trial basis, a structure for the synagogue consisting of four elected officers and seven committees.

On the political front, CSZ members participated in "The Bay Area Coalition Against the Briggs Initiative," and the Third International Conference of Gay Jews.

Jewish Spiritual Practice Class

Chochmat HaLev, a Jewish Renewal Center in Berkeley, will offer a four-week class on Jewish Spiritual Practice at CSZ during February.

Nan Fink, a co-director of Chochmat HaLev, will lead a class which will explore ways to bring Jewish Spirituality into our daily lives.

Drawing from the Jewish tradition and combining old insights with new understandings, participants will learn how to deepen their experience.

Nan Fink was co-founder of Tikkun Magazine and is currently writing a book on Jewish identity. CSZ members can participate in this class at a reduced tuition rate. The class will meet on Tuesday, February 6, 13, 20 and 27 from 7 to 8:30 pm. For information or to register, call Chochmat HaLev at 510/704-9687.

Jewish Museum

An exhibition featuring 240 Jewish treasures from the Library of Congress' extensive collection—many of which have not been seen outside of Washington, D.C.—will be on display at the Jewish Museum of San Francisco from January 29 to March 20.

The museum, at 121 Steuart Street near Howard Street, will be open from noon to 6 pm, Monday through Wednesday; noon to 8 pm Thursdays; and 11 am to 6 pm Sundays. It is closed Friday and Saturday. Admission is \$5 for adults, \$2.50 for seniors and students and free to members and those under 12 years of age.

HIV+ Support Group

CSZ has ongoing support services for members living with HIV/AIDS and their families and partners.

Mark your calendars:

Friday, February 16 at 6 pm: Catered Shabbat dinner (location to be determined). Join us for kiddush, candles, schmoozing and a delicious meal. Everyone is invited to attend Shabbat services at CSZ following dinner.

Saturday, March 16 from 3-5 pm: Support Group at CSZ. Join us at Sha'ar Zahav for schmoozing, noshing, and prayer.

If you would like to RSVP, have any questions, or would like to put your name on our confidential mailing list, please call Amy or Rabbi Kahn at the synagogue office, 861-6932.

January Oneg Sponsors

These generous people sponsored onegs during the month of January:

- **Paul Cohen**, to commemorate the 20th yahrzeit of his grandmother, Rivka Ruchel Greenberg.
- **Marsha and Blanche Blachman**, to commemorate the yahrzeit of their father, Benjamin Blachman.
- **Tess Johnson and Virginia Donohue**, in honor of their entry into the covenant.

☆☆☆☆☆☆☆☆☆☆

Birthdays

- | | |
|----|--------------------------|
| 1 | Joan Goldman |
| 2 | Jonah Birnbaum |
| 3 | Jacob Robinson |
| 4 | Alicia Brite |
| 5 | Steve Weitz |
| 5 | Ami Zusman |
| 5 | Patricia Byers |
| 6 | Steven Diller |
| 7 | Ida Kuluk |
| 7 | Oscar Chasnoff Klauser |
| 8 | Molly Singer |
| 9 | Fred Fishman |
| 9 | Mark Freeman |
| 9 | Amy Gentile |
| 10 | Audrey Adelson |
| 10 | Ruth Miguel |
| 11 | Emma Abinanti-Sena |
| 11 | Robert Stern |
| 12 | Joan Lefkowitz |
| 13 | Leva Choden |
| 13 | Nancy Flam |
| 13 | Dafna Wu |
| 14 | Allan Giannini |
| 14 | Sara Feinstein Shor |
| 14 | Beth Ross |
| 14 | Susan Unger |
| 14 | Irene Ogus |
| 14 | Ron Wolberg |
| 15 | Russell Discher |
| 17 | Barry Siegel |
| 17 | Brooke Shields |
| 20 | James Edlin |
| 20 | Hilary Zaid |
| 21 | Andrew Schwartz |
| 21 | Amy Scharf |
| 22 | Susan Tubbesing |
| 22 | Gail Friedlander |
| 24 | Olivia Wolper Greenfield |
| 24 | Joyce Newstat |
| 24 | Rena Fischer |
| 25 | Alex Ingersoll |
| 26 | Ethan Frazin |
| 26 | Angela Naples |
| 27 | Yael Buchman |
| 27 | Benjamin Rainero-deHaan |
| 27 | Andrea Greenberg |
| 27 | Neil Jacob Rosenbaum |
| 28 | Julie Dorf |
| 28 | Steven Gaynes |

☆☆☆☆☆☆☆☆☆☆

February Yahrzeits

- | | |
|----|-------------------|
| 2 | Stephen Walters |
| 14 | Barbara Rosenblum |
| 15 | Allan Ellis |
| 21 | Steven Richter |



I have enjoyed working with CSZ members in successfully buying and selling real estate.

Call me for an appointment:

DEBORAH UDIN

863-7500 ext. 117



Contributions

AIDS Fund

Michael Bettinger & Robert Goldstein, in memory of Greg Thomas.
Sylvia and Donald Sanders, in honor of Mike Rankin.

Bikkur Cholim Fund

Susan L. Feldman, in honor of Steve Elman and his loving kindness during Jeffrey's and Susan's hospitalizations.
Florence and Steve Nacamulli, in honor of David Shaber's work as chair of the Bikkur Cholim Committee.
Susan L. Feldman, in honor of the Bikkur Cholim Committee for their help during the past difficult months.

Building Fund

Lolma Olson, in memory of Cliff Olson and Willie Olson.

Children's Education Fund

Tiela Chalmers, in memory of Bill Chalmers.
Phyllis Klain, in honor of Micha and Sophia Klain-Chavez.
Paul Cohen & Bob Gutterman, in memory of Marilyn Spiegel.

Education Fund

Judy Katz, in honor of Dana Katz.

General Fund

Mark Kelman, in honor of Rabbi Kahn's years of mitzvot to our community.
Martin Krantz
Susan Colson & Maureen Anderson, in honor of Tiela Chalmers and Rabbi Yoel Kahn.
Jerome Singer
The Thomas/Jacobs Family
Marriam Cramer Ring
Steve Wiesner, in memory of Frances Magar.
Ellen Lewin, in memory of David Lewin.
Lee Morrow, in memory of George Ash.
Dutch Mikuls
Larry Wexler, in memory of Rose Siegal.
Allan Berenstein, in memory of Avrum Ya'kov Berenstein.

Naches

To Merry Luskin and Meredith Florian on their 5th anniversary.
To Richard and Susan Goldwasser on their 5th anniversary.
To Mark Vogel and Bill Denebeim on their 5th anniversary.

Gerald B. Rosenstein, in memory of Max Rosenstein and Sophie Rosten.
Neil Hart, in memory of Tim Elliot.
Steven G. Horowitz, in memory of Keith Fenton.
Allan Berenstein, in memory of Linda Ellison.

Harvey Milk Social Action Fund

Sarita Groisser
Susan Ackerman, in memory of Ray Albano.
Nina Jo Smith, in memory of Alan Smith.

Rabbi's Discretionary Fund

Ruth Dick, in honor of CSZ and Rabbi Kahn.
Barbara J. Meislin, in honor of Marla & Suzanne
Carol Hoffman, in memory of Dr. Allan Kahn.

Special Thanks

Our very special thanks to Ronald Moskowitz for the donation of a Macintosh IIsi computer and an Apple Personal Laserwriter printer in order facilitate the work of the newsletter committee and the office staff.

Earnings Devoted to Philanthropy

SINAI MEMORIAL CHAPEL CHEVRA KADISHA

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94102



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415-621-5600

President

Continued from page 4
the task at hand, and work to keep our community and our congregation healthy and strong.

So far, the Va'ad will recommend that our new dues structure be graduated. The percentage levels and tiers have not yet been determined. The Va'ad will discuss that issue and other structural considerations at its next meetings. Once the Va'ad agrees on the details of the dues increase, we will hold a congregational forum to discuss the proposal. Then, the entire proposal will be presented at the annual congregational meeting on May 19 for approval.

We value your input and your questions. Please feel free to call Tiela (431-4312), Allan (929-9524) or David (863-4769) with your questions or comments.

These are difficult times and difficult problems. The volunteer leadership has been giving generously of their time working to craft a fair and effective response to our dilemma. As David has said, avodah "synagogue work and support" is everyone's responsibility. Come join us in that work.

☆☆☆☆☆☆☆☆

Anniversaries

- 2 Merry Luskin & Meredith Florian
- 3 Richard & Susan Goldwasser
- 14 Joan Lefkowitz & Stacey Shuster
- 14 Cheryl Sena & Abby Abinanti
- 17 Peter Barnes & Leyna Bernstein
- 17 William Denebeim & Mark Vogel

☆☆☆☆☆☆☆☆

New Members

The Membership Committee is pleased to announce that our congregation gained the following new member this month. A warm welcome to the latest person to join our family:

Ian Sweedler

We are grateful to see our congregation grow. It is up to all of us to help our new members feel welcome as they become active participants in our community.

Oneg Schedule

As described in the October, 1995 *Forward*, every CSZ member who lives in the immediate Bay Area has been assigned to volunteer at **one** oneg each year. The schedule for the next two months is below. (If you have asked the synagogue not to print your name in the newsletter, your name will not appear on the schedule; however, you are still assigned for the week where your name falls alphabetically.) You'll also be called or sent a postcard reminding you that your week is coming up. Volunteering means:

- set up the oneg (come at 7:30 and put up hot water, pour juice/wine, set out food)
- clean up the oneg (put away food/drinks, collect plates, wash dishes, wipe off tables), or

Feb. 2

- M. Dickstein
- R. Discher
- C. Dodd
- V. Donohue & M. Klaiman
- J. Dorf
- D. Dreisbach & J. Newstat
- N. Drooker & A. Sabin

Feb. 9

- L. Eden & R. Schoenbach
- J. Edlin & E. Meyer
- D. Ehrlich & A. Reed
- G. Eichenbaum
- L. Eisenberg
- S. Eisenman & J. Moed

Feb. 16

- E. Elias
- S. Elman
- A. Elster
- N. Epstein
- S. Feinstein
- D. & S. Felder Noily
- L. Feldstein
- K. Fierer

Feb. 23

- L. Fine & S. Goodman
- F. Fishman
- N. Flam & N. Kudler
- J. Forman & P. Nemrow
- A. Fournier
- S. Fraimow- Wong

March 1

- M. Frank
- R. Frantz & O. Prochovnick
- J. Frazin
- B. Freedman & R. Gregoire

- bring food (cookies, cake, kugel, cut vegetables, fruit or whatever you want, as long as it's vegetarian).

Please call the oneg chair, Allan Gianini (255-8117), a week in advance to confirm what you want to do. We'll provide instructions for people setting up and cleaning up.

Participation each week is on a first-come, first-served basis, with the primary goal being getting enough people to set up and clean up. If you have circumstances which make it impossible for you to ever help with an oneg, please let Allan know.

If you have volunteered at an oneg since August 4, 1995, you have fulfilled your 1995-96 oneg obligation and can ignore your name when it appears.

M. Freeman

G. Friedlander

A. Friedman

March 8

- J. Friedman
- L. Friedman & D. Stuart
- F. Frohlich
- S. Frohman & R. Hoch
- R. Fuerman

J. Funk

J. Gaber

March 15

- B. Gale
- S. Gaponoff
- S. Gaynes
- L. Geduldig & L. Helman
- J. Geffner
- D. Gelber
- D. Gellman
- S. Gelmis

March 22

- L. Gerard & D. Grossman
- E. Gierson
- L. Ginsburg & M. Goralsky
- S. Glinsky
- A. Gold
- R. Gold
- H. Goldberg

March 29

- D. Golden
- J. Goldman & R. Maclachlan
- J. Goldman
- E. Goldstein
- R. Goldstein
- B. Goldstein
- R. & S. Goldwasser

Condolences

We extend our condolences to:

Michael Bettinger, on the death of his friend, Greg Thomas.

Mark Bowers, on the death of his friend, Keith Trummer.

Ellen Elias, on the death of her sister, Marilyn Spiegel.

Nancy Feinstein and Glenn Shor, on the death of Nancy's father, Alan Feinstein.

Jonathan Goldman, on the death of his friend, Stewart Surks.

Allen Harris and David Gary, on the death of their friend, Frank Davis.

Michael Schwartz, on the death of his friend, Eric Wolgemuth.

Steve Unger and Dustin Carsey, on the death of Dustin's mother, Margaret Carsey.

Frank Yellin, on the death of his friend, Sheldon Green.

The memory of the righteous is for a blessing.

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ALL THINGS MACINTOSH: Professionalize/computerize your business. Get online now. Quick-en • Work • Excel • Hard disk tune-up. Roslyn Fuerman 510-526-1209.

COMPUTER/WP MAVEN needed to help new CSZ librarian at home in DOS Shell. Free dinner in East Bay. Call the CSZ office for information.

SHARE TWO BEDROOM Castro Edwardian flat with GM. Quiet garden view. Living room, dining room, kitchen, laundry and garden accessible. \$600 month + one month security deposit and half the utilities. Looking for responsible, professional male or female. Call Michael at 431-6471.

LARGE SUNNY NOE VALLEY flat to share w/ garage, deck and yard. You get 2 rooms of your own. I'm quiet, non-smoking, no drugs, lesbian w/ cat looking for similar. Rent \$720 w/ garage. Melina 282-1959.

Synagogue Information

Rabbi Yoel Kahn

Officers:

President, David Stein (863-4769 or david.stein@internetmci.com)
Administrative Vice President,
Diana Buchbinder
Program Vice President, Judith Cohen
Treasurer, Michael Zimmerman
Recorder, Dona Rabinowitz

Va'ad (Board) Members:

Michael Chertok
Jonathan Comisar
Lyssa Friedman
David Gellman
Lisa Katz
Ed Lopatin
Carolyn Pines
Lane Schickler
Susan Tubbesing

CSZ Staff:

Office Manager, Lea Salem
Kadimah Principal, Phyllis Mintzer
Rabbi Kahn's Asst., Amy Clark
Program Coord., Dana Katz

Committee Chairs:

Archives, open
ARZA contact, Ron Lezell
Bequests and Donations, Richard Inlander
Bikkur Cholim, David Shaber
Brotherhood, Stephan Howard
Building, Mark Klaiman
Bylaws, Edward Pollock
Cemetery, Richard Inlander
Cookbook Project, Robin Leonard and Rose Katz
Dues, Lisa Katz and Sara Haber
Education, Claire Rappoport
Endowment Fund, Richard Inlander
Environmental Action, Barak Gale and Brian Besser

Finance, Michael Zimmerman
Fine Arts, Alice Prussin
Fundraising, open
Gift Shop, Jeff Rubin
Infant-Toddler Chavurah, David Couch
Leadership Development, Irene Ogus
Long-Range Planning, Allan Gold
Membership, Sara Haber and Larry Wexler
Newsletter, by committee
Oneg, Allan Giannini
Past Presidents Council, Merry Luskin
Personnel, Diana Buchbinder
Pre-school Chavurah, Nancy Meyer
Public Relations, Sharyn Saslasky
Religious School, Ron Lezell and Martha Rosett
Ritual, Ora Prochovnick
Social Action, Eloise Magenheimer
Volunteer Coordinator, Nathan Robinson
Women's Chavurah, open

Members wishing to contact any Va'ad member or committee chair are invited to obtain his or her number from the synagogue office.

Office Hours: Monday-Friday from 9 am to 3 pm. Please call the synagogue office at 861-6932.

Emergency Number: In an emergency, the congregation can be contacted outside of office hours by calling 861-6938.

Bikkur Cholim: If you or a friend who is a member of Sha'ar Zahav is ill in the hospital or at home, and would like to have the rabbi or a member of the Bikkur Cholim Committee call or visit, please notify the synagogue office.

Member of the Union of American Hebrew Congregations (Mike Rankin, Robin Leonard, liaisons) and of the World Congress of Gay and Lesbian Jewish Organizations (Lane Schickler, liaison).

Services are held every Friday evening beginning at 8:15 pm (except as noted), with an Oneg Shabbat following services. Services are generally held on the second Saturday of each month at 10 am—check calendar for each month. Morning Minyan meets Mondays at 8:30 am.

Gift Shop Hours: Fridays, 7:30–8:05 pm.

Library Hours: Open during office hours, and 30 minutes before and after Friday night services.

Congregation Sha'ar Zahav (Congregation of the Golden Gate) is located in the Upper Market District of San Francisco at 220 Danvers at Caselli, which is one block south of the intersection of 18th and Market streets. By public transport, take MUNI bus 33 Stanyan to 18th and Danvers and walk one block south on Danvers to Caselli.

1 Thursday 11 Shevat	8 Thursday 18 Shevat • 9 am, Morning Minyan	15 Thursday 25 Shevat • 6:30 pm, Bikkur Cholim meeting	22 Thursday 2 Adar • 9 am, Morning Minyan • 7 pm, Ritual Committee
2 Friday 12 Shevat • 7 pm, Early service: Larry Wexler • 8:15pm, Special Shabbat musical service: Jonathan Comisar, Rabbi Kahn and musical guests	9 Friday 19 Shevat • 8:15 pm, Shabbat service: Barak Gale and Brian Besser	16 Friday 26 Shevat • 6 pm, HIV+ dinner • 8:15 pm, Shabbat service: Dev Noily, Tiela Chalmers and Aaron Buchbinder • 8:15 pm, East Bay service	23 Friday 3 Adar • 8:15 pm, Shabbat service: Rabbi Kahn, Lyssa Friedman and Danielle Billinkoff
3 Saturday 13 Shevat • 9:30 am, Kadimah	10 Saturday 20 Shevat • 9:30 am, Kadimah • 10 am, Shabbat service: Frank Yellin and Danielle Billinkoff • 3 pm, Dairy potluck lunch and teach-in with Rabbi Kahn: How to read and talk about the weekly Torah portion	17 Saturday 27 Shevat • No Kadimah • 4:30 pm, Torah Study/Havdalah/Potluck	24 Saturday 4 Adar • 9:30 am, Kadimah
4 Sunday 14 Shevat • 6 pm, Tu B'Shevat Seder at Friedman Center Temple Beth Shalom, 14th & Clement	11 Sunday 21 Shevat	18 Sunday 28 Shevat	25 Sunday 5 Adar • 10:30 am, Kaiser Brunch
5 Monday 15 Shevat Tu B'Shevat • 8:30 am, Morning Minyan • 6 pm, Healing service	12 Monday 22 Shevat • 8:30 am, Morning Minyan • 6:30 pm, Va'ad meeting	19 Monday 29 Shevat • 8:30 am, Morning Minyan • 6 pm, Healing service • 7 pm, Newsletter layout • 7:30 pm, Kadimah Committee meeting	26 Monday 6 Adar • 8:30 am, Morning Minyan
6 Tuesday 16 Shevat • 6:30 pm, Dues Committee • 7 pm, Chochmat HaLev Class	13 Tuesday 23 Shevat • 7 pm, Chochmat HaLev Class	20 Tuesday 30 Shevat • 7 pm, Chochmat HaLev Class • 7 pm, Membership Committee meeting	27 Tuesday 7 Adar • 7 pm, Chochmat HaLev Class
7 Wednesday 17 Shevat • 7:15 pm, Beginning Prayerbook Hebrew 1B • 8:30 pm, Jewish Faith and Heritage	14 Wednesday 24 Shevat • 7 pm, Newsletter editing • 7:15 pm, Beginning Prayerbook Hebrew 1B • 8:30 pm, Jewish Faith and Heritage	21 Wednesday 1 Adar • 7:15 pm, Beginning Prayerbook Hebrew 1B • 8:30 pm, Jewish Faith and Heritage	28 Wednesday 8 Adar • 7:15 pm, Beginning Prayerbook Hebrew 1B • 8:30 pm, Jewish Faith and Heritage
Note: Gray areas indicate religious services.			
			29 Thursday 9 Adar • 6:30 pm, Newsletter distribution

MARCH FORWARD DEADLINES

FOR ADVERTISING MONDAY, FEBRUARY 5

To place a display ad, call Roslyn Fuerman (510/526-1209 or froslyn@aol.com). To place a classified ad, call the office.

FOR ARTICLES MONDAY, FEBRUARY 12

Please submit articles both on 3½-inch disk and hard copy on paper *double spaced*. Write "Attn. Gaily Forward" on top and mail to CSZ. *No deadline extensions without advance permission from the editorial coordinator (821-3855) or kalis@out.org, internet.*

East Bay Services

- 2/16 Deborah Agre, 5255 Boyd Avenue, Oakland (510/658-5361)
- 3/15 Ida & Evan Kuluk, 4042 Maple St., Oakland (510/530-4673)
- 4/19 Ed Tanovitz, 1612 E. 38th St., Oakland (510/482-4825)

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